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Leveraging technology to facilitate skills recognition Experiences from Start-ups

Partnered by the International Organisation of Employers, the Governments of Kenya, Qatar,
and Belgian Development Agency

IMRF Side event

Tuesday, 17 May 2022, 13.15 – 14.30 ET
Room 8 United Nations General Assembly Building
New York

Technology and Migration

International Organisation of Employers, IOE, has over the past years promoted start-ups to bring innovative solutions in the area of labour migration governance, be it in providing a simple immigration process for skills mobility or facilitating skills recognition. In this context, IOE is collaborating with the Governments of Kenya and Qatar and the Belgian Development Agency, Enabel, to discuss the benefits of three such solutions to GCM objectives 5 and 18.

IOE and the global tech company Oracle have run a Hackathon in April 2022 with a clear problem statement for tech start-ups to work on: The global mobility landscape is constantly changing. Skills shortages exist globally, and there is a need to bring in skilled labour from abroad. Paradoxically, despite this overwhelming need, restrictive labour and migration policies are created, which inhibit the ability to recruit and retain skilled individuals from abroad. Companies want to be able to work within a free-movement of labour environment, deploying the best talent possible to where it is needed most. Employees also want frictionless onboarding and credentials that are objectively evaluated and recognized globally.

How to marry start-up innovation with technology to bring pioneering solutions to identifying skills shortages globally, and make skills recognition objective and easier to achieve? How best to invest in seamless immigration processes and skills development, and to facilitate mutual recognition of skills, qualifications and competencies? Bring together stakeholders with a “Swiss army knife” product, which could include for example: credential verification (University degrees, professional qualifications...), ID assurance (Passport, birth certificates...), Trustless environment (blockchain and code as law, no need for trusted third party to verify).

How can the private sector support governments through innovative tech solutions?

The world of work is changing fast: digitalisation and the use of technology are transforming the way companies operate. New forms of work, including digital entrepreneurship, will further change the migration landscape. As employers are reskilling and upskilling their workforce to adapt to the new trends, the governments will have to keep pace with the changes.

There is a need for new ways to use technology and innovation in labour migration governance. Some of the areas where such solutions can be introduced are, for example: creating and strengthening national skills profiling tools to facilitate mutual skills recognition procedures; public-private partnership to create online skills development programmes, on-the-job training, transfer of skills and knowledge from skilled migrants to their countries of origin; increasing transparency in remittances flows; pre-departure courses; creating awareness and building capacities of potential labour migrants; recognition of acquired skills and credentials and their use for returnee migrants, tapping diaspora; promote start-ups to come up with ideas and solutions for migration management; digital immigration processes replacing paperwork, etc.



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Bringing innovative tech start-ups to the IMRF

IOE through its members is constantly engaged in finding innovative technological solutions to simplify and provide practical ways to address issues in labour migration governance. This IMRF side-event will feature three practical, innovative and scalable technological solutions to facilitate skills management. The highlight of the event is the bringing together of **three start-ups with the right solutions to show that technology can ease the management of labour migration governance**, in particular the skills recognitions. Governments and other stakeholders are invited to listen to the dynamic pitches of the three start-ups, raise questions and participate in a follow-up conversation.

Agenda:

Moderator: **Daena Vida**, Senior Director Global Mobility, Oracle

Opening Remarks:

- **Roberto Suárez Santos**, Secretary-General, International Organisation of Employers, IOE

Pitching of innovative solutions by Start-ups

- **Code to change**, Winner IOE/Oracle Hackathon 2022
- **WayLit**, Finalist, IOE Migration Challenge 2020
- **Cwallet**, Finalist, IOE Migration Challenge 2020

Panel Discussion on the identified solutions – Stakeholders' views on reforming labour migration processes through technology

- **Nancy Estell Zoder**, Vice President, Oracle Development for Cloud Human Capital Management
- **Raffaella Greco Tonegutti**, Lead Expert Migration and Development, Belgian Development Agency
- **Charles Munyao**, Secretary, National Coordination Mechanism on Migration, Government of Kenya
- **Shaikha Mohammed Al Khater**, Director of International Labour Relations Department, Ministry of Labour, Government of Qatar

Q & A

Award Ceremony and Closing

- **Austin Fragomen**, Chair, Business Advisory Group on Migration.

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